

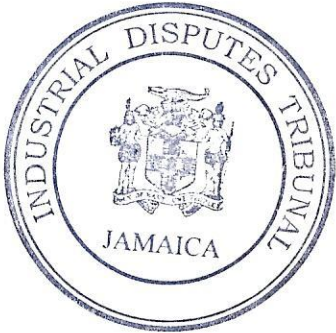
INDUSTRIAL DISPUTES TRIBUNAL

Dispute No.: IDT 46/2022

SETTLEMENT OF DISPUTE
BETWEEN
TOYOTA JAMAICA LIMITED
AND
NATIONAL WORKERS' UNION

AND THE

AWARD



I.D.T. DIVISION

MRS. SHARON ANDERSON	-	CHAIRMAN
MRS. JACQUELINE IRONS, J.P.	-	MEMBER
MRS. CHELSIE SHELLIE-VERNON	-	MEMBER

AUGUST 8 , 2023

INDUSTRIAL DISPUTES TRIBUNAL

AWARD

IN RESPECT OF

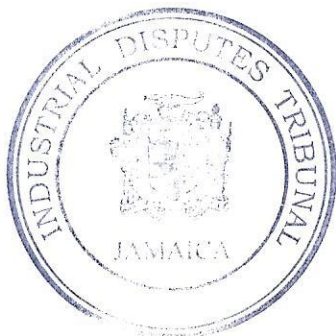
AN INDUSTRIAL DISPUTE

BETWEEN

**TOYOTA JAMAICA LIMITED
(THE COMPANY)**

AND

**NATIONAL WORKERS' UNION
(THE UNION)**



REFERENCE:

By letter dated November 25, 2022, the Honourable Minister of Labour and Social Security pursuant to Section 11A(1)(a)(i) of the Labour Relations and Industrial Disputes Act (hereinafter called "the Act"), referred to the Industrial Disputes Tribunal for settlement in accordance with the following Terms of Reference, the industrial dispute described therein:-

The Terms of Reference was as follows:

"To determine and settle the dispute between Toyota Jamaica Limited on the one hand, and the National Workers' Union on the other hand, over the changes in workers' compensation."

DIVISION:

The Division of the Tribunal which was selected in accordance with Section 8(2) (c) of the Act and which dealt with the matter comprised:

Mrs. Sharon Anderson	-	Chairman
Mrs. Jacqueline Irons, J.P.	-	Member, Section 8(2) (c) (ii)
Mrs. Chelsie Shellie-Vernon	-	Member, Section 8(2) (c) (iii)

REPRESENTATIVES OF THE PARTIES:

The **Company** was represented by:

Mr. Courtney Williams	-	Attorney-at-Law
Ms. Candice Walker	-	Human Resource Manager



The **Union** was represented by:

Mr. Khurt Fletcher	-	Acting President/Island Supervisor
Mr. Bradley Bailey	-	Chief Delegate
Mr. Andrew Brown	-	Delegate

SUBMISSIONS AND SITTINGS:

1. The Panel that was initially selected to hear and settle the dispute consisted of Mrs. Sharon Anderson, Chairman, Mrs. Jacqueline Irons, Member and Mr. Clinton Lewis, Member. In March 2023, Mr. Clinton Lewis died. Consequently, in accordance with Section 8(4) of the Labour Relations and Industrial Disputes Act (LRIDA) Mrs. Chelsie Shellie Vernon, Member was selected to fill the vacancy.
2. Briefs were submitted by both parties and one (1) sitting was held on June 12, 2023. At the 1st sitting of the Tribunal, the parties sought permission to have further discussions at the local level with a view to settle. The request was granted and July 13, 2023, July 20, 2023 scheduled for the parties to appear before the Tribunal if they were unable to reach a settlement. The parties by joint letter dated July 13, 2023 requested a cancellation of the sitting scheduled for July 13, 2023 as they were close to a settlement. The cancellation was granted with the understanding that if the parties failed to reach a settlement, the Tribunal would proceed to hear the dispute on July 20, 2023.

3. On July 19, 2023, the Company wrote to the Tribunal advising that the parties have arrived at a settlement.

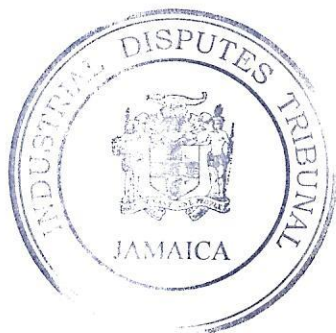
REPORT TO THE TRIBUNAL:


4. A Settlement Agreement dated July 19, 2023 between the National Workers' Union and Toyota Jamaica Limited was submitted to the Tribunal disclosing the settlement of the dispute. The parties have however, requested that the Settlement Agreement remain confidential.


AWARD:

5. The parties settled the dispute at the local level without the assistance of the Tribunal, and have maintained a position of non-disclosure of the terms of the said Settlement Agreement dated July 19, 2023. It is that Settlement Agreement which constitutes the Award.

DATED THIS 8th DAY OF AUGUST 2023





.....
Sharon Anderson
Chairman


.....
Jacqueline Irons, J.P.
Member


.....
Chelsie Shellie-Vernon
Member

Witness:


.....
Royette Creary (Miss)
Secretary to the Division